-3-1986-170

ALBERTA LABOUR RELATIONS BOARD

PN 6502185

For further information, contact the registrar at the office nearest you:

Head Office, Edmonton
Room 503
10808 - 99 Avenue
T5K 0G2
Phone: 427-8547

Calgary
Deerfoot Junction, Tower 3
3308, 1212 - 31 Avenue, N.E.
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INTRODUCTION

The Labour Relations Board is an independent quasi-judicial tribunal established by the legislature to regulate labour relations between employees, trade unions, and employers. It is responsible for administering the Labour Relations Act which covers approximately 70% of all unionized employees in the province.

The Board also supervises police collective bargaining under the Police Officer's Collective Bargaining Act. Federal and provincial government employees, and employees in federally regulated industries such as banks and airlines are governed by different legislation and other Boards.

RESPONSIBILITIES OF THE BOARD

The Board's prime function is to administer the obtaining of collective bargaining rights by trade unions (known as certification), and to resolve disputes that arise from the exercising of those bargaining rights, including complaints of unfair labour practices. The Board's proceedings include:

1. certifying trade unions as collective bargaining agents for units of employees;
2. investigating and hearing complaints of contravention of the Labour Relations Act and granting remedial orders where the Act has been contravened;
3. issuing directions and declarations where unlawful strikes or lockouts have occurred;
4. registering employers' organizations in the construction industry; and
5. terminating bargaining rights.

BOARD PROCEDURES

The Board has Officers in Edmonton and Calgary. Board officers carry out preliminary fact finding investigations and will assist the parties by mediating disputes and by providing information (but not legal advice). Whenever possible, they will attempt to settle the dispute without the necessity of a hearing.

Following the investigations, the Board Officer usually sends a report to the parties recommending how the dispute should be resolved. If the parties still do not agree, the Board will hold a hearing where the parties may formally accept or disagree with the officer's finding, and may call evidence and give argument in support of their position.

The Board's hearings are usually held in Edmonton and Calgary, but when it is more convenient, the hearings are held closer to the location of the parties.

The hearings are semiformal. While parties often appear before the Board with lawyers, this is not a requirement and parties frequently appear without counsel.

Board decisions may be given orally at the end of a hearing, or in more complicated cases, the decision may be reserved and a formal written decision with supporting reasons sent out later.

BOARD MEMBERSHIP

The Board is composed of a Chairman, one full-time and one part-time Vice-Chairman, 10 employer representatives and 10 employee representatives. All members are appointed for a term by the Lieutenant Governor in Council and are selected because of their experience and involvement in labour relations. The appointees are drawn from all areas of the labour relations community.

The Board members, in addition to sitting on the various Board hearings, meet regularly in caucus to discuss and to set out the Board's policies and procedures to ensure that they meet the needs of the labour relations community and the public.

The membership of the Labour Relations Board is currently as follows:

Sims, Andrew
Edmonton

Prior to being appointed Chairman of the Board, Andy Sims was a part-time Vice-Chairman. He was also a senior partner in the law firm of Faulkner, Sims and Kent. He has had considerable experience as a lawyer practising in the labour relations field throughout the province. As Chairman he presides at hearings and has overall responsibility for the affairs of the Board.

Canning, William
Edmonton

Bill Canning has been a Vice-Chairman of the Board since 1978. Prior to that time he held positions as a Board Officer, the Board's Registrar and the Board's Secretary. His previous experience was as a union representative and as an employee of the Saskatchewan Government.

Lucas, Gerald Q.C.
Edmonton

Vice-Chairman Gerry Lucas is a senior partner in the law firm of Lucas, Bishop & Fraser. He is a senior solicitor whose practise for many years has included labour relations. He has considerable experience as an arbitration Chairman and has acted as Counsel in all types of labour relations matters.

Boyd, Scott
Calgary

Scott Boyd is employed by Canada Safeway Limited as Manager of its Industrial Relations Divisions. He has substantial experience in the negotiation and administration of collective agreements. He was appointed to the Board in 1986.

Drisdelle, Raymond
Edmonton

Ray Drisdelle has been a Board member since 1980. He is presently an International Representative with the Millwrights Union for Alberta and has particular expertise in Construction and Industrial Plant Labour Relations.

Eifert, Ruth
Edmonton

Ruth Eifert is the Industrial Relations Supervisor with Fiberglass Canada Inc. She has had considerable experience in the labour relations field and has been a member of the Board since 1983.

Fagan, David
Edmonton

Dave Fagan is the Manager of Construction Labour Relations for Associated-Kellogg Limited. He has many years experience in the Construction Industry and was formerly the Business Manager with the Boilermakers Union. He was appointed to the Board in 1986.

Flannery, Lynda
Calgary

Lynda Flannery is the Manager, Labour Relations and Regulatory Affairs for Husky Oil Operations Ltd. She acquired experience in construction labour relations through prior employment with the C.L.R.a. and through her involvement in the labour relations committees of the Chamber of Commerce and the Construction Owner's Association.

Flookes, William
Calgary

Bill Flookes is a National Vice-President and a Local Union President of the Brewery Workers Union. He is an employee of the Carling O'Keefe Brewery in Calgary. Bill Flookes has been a member of the Board since 1983.

Goetz, William
Calgary

Bill Goetz is the Vice-President of Human Relations with Burns Foods Limited in Calgary and negotiates and administers collective agreements across the country. Bill Goetz has been a member of the Labour Relations Board since 1984. Prior to that time he served the province as a member of the Alberta Human Rights Commission.

Hyslop, Glen
Calgary

Glen Hyslop is the Vice-President of Administration and Finance with the Calgary General Hospital. In that capacity, he has responsibility for personnel and labour relations matters for a staff of approximately 2,800 employees in five bargaining units. Mr. Hyslop has a military background graduating from The Royal Military College and reaching the rank of Squadron Leader. He was appointed to the Board in 1986.

Kreklewetz, Ken
Edmonton

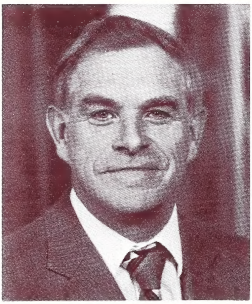
Ken Kreklewetz is a Labour Relations Supervisor with the City of Edmonton and has experience working with a large number of employees in a multi-bargaining unit situation. He is an active participant in the affairs of the A.U.M.A. and has been a member of the Board since 1984.

Kuzemski, Frank
Edmonton

Frank Kuzemski is the Board's longest standing member having been appointed in 1972. He is the Area Supervisor for the United Steelworkers of America. He has served on the Executive Boards of the United Way and the Alberta Federation of Labour.

Leclaire, Normand
Lethbridge

Normand Leclaire is a Business Representative for the United Food and Commercial Workers Union who serves a number of local unions and employees in Retail and Packing House Industries. He has been a Board member since 1983.



MacDonald, Angus
Calgary

Angus MacDonald is the Co-ordinator, Industrial Relations, Western Region for Petrocan. Angus has many years of labour relations experience acquired as the Manager of Industrial Relations for the City of Calgary and prior to that as the President of the Amalgamated Transit Union in Calgary. Angus has been a member of the Board since 1980.

MacLellan, Norman
Leduc

Norm MacLellan is a National Representative of the Canadian Paperworkers Union as well as a Vice-President of the Alberta Federation of Labour. Norm has a particular interest in Occupational Health and Safety matters and is a Director of the Alberta Occupational Health Centre. Norm was appointed to the Board in 1986.

Mitchell, Douglas
Edmonton

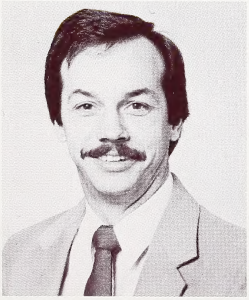
Doug Mitchell is Vice-President, Human Resources, for the Canadian Utilities Limited Group of Companies. He has been active in the labour relations committees of the Chamber of Commerce and serves as a representative on the Board of Referees for the Unemployment Insurance Commission. Doug has been a member of the Board since 1980.

Murray, Jack
Calgary

Jack Murray has been on the Board since 1981. He has been a representative with the Canadian Union of Public Employees for many years and currently serves as C.U.P.E.'s Alberta Regional Director. He has wide experience in the Municipal and Hospital Industries.

Rodden, John
Calgary

John Rodden is a Business Agent for the Operating Engineers Local 955, currently in charge with servicing that union's Stationary Engineers Division. He has many years experience in the Construction Industry and has been active in the Building Trades Council. He was appointed to the Board in 1986.



Schell, Larry
Sherwood Park

Larry Schell is an Assistant Business Manager for the International Brotherhood of Electrical Workers. He has many years experience in labour relations negotiating, organizing and servicing in both the construction and non-construction sectors. Larry has been a member of the Board since 1984.

Thompson, Kathleen
Edmonton

Kathy Thompson is the Executive Director of the Alberta Association of Registered Nursing Assistants. Kathy also serves on the Board of Directors of the Westerra Technical Institute gaining valuable experience in the area of employee training and apprenticeship. Kathy Thompson has been a Board member since 1983.

Williams, Clifford
Edmonton

Cliff Williams is President of Williams Plumbing and Heating Ltd. He has many years practical experience in labour relations. He has been very active in Construction Labour Relations, an Alberta Association as a member, director and a past president. Cliff has served on the Board since 1983.

Wowk, Sheryl
Edmonton

Sheryl Wowk is an employee of Air Canada and is active in the affairs of her union and the Alberta Federation of Labour. Prior to being appointed to the Labour Relations Board in 1986, she served as a member of the Alberta Human Rights Commission.

Board procedures are more fully explained in bulletins available from the registrar in Edmonton and Calgary.

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